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agreement with his intent here. What I am uncomfortable with in this bill is the language of the bill. The reason I am is because of the choice or lack of choice that it really leaves the employee with. If they have a philosophical problem with the negotiated items in the contract agreement, they really have no recourse other than to pay the agreement or quit their job. I think that's too high stakes for an employee to make that choice. But I want to address the fact that there are federal laws which really need to be repealed. I don't know if most of the body is aware of the fact that our federal government requires unions to defend employees who are nonunion members. They require the labor organizations to defend them in any kind of disciplinary dispute. I think that's patently unfair and I think that we should all be addressing that issue with our congressmen and our senators and asking them to erase that from federal law. We also, as state senators, have a responsibility to address that issue within the state of Nebraska and I thoroughly intend to do that in the future and I will be bringing legislation in the future which I hope that I can get the support of the body for. But I am not comfortable with the high stakes here. I have dealt with many unions and I find them wonderful people. But I've also sat across the table from unions who sometimes were looking more at the needs of the people who were negotiating it and looking at what benefited them rather than their membership across the board. And the nonmember employee does not get to choose those negotiators or the officers of the labor organizations, so they have no recourse if those people are not representing them. And I want to give you an example. I negotiated against...or I shouldn't say against but with a group of people who were at an age where they were looking at starting a second career and they were looking at a buy-out program and that was their primary focus as they were negotiating at the table. They were not as concerned as I was about the starting employees and their wage salary, and I thought I'm supposed to be across the table and I'm sitting here working hard for those people that are salaried employees, trying to find them a decent increase in their wage and salary. So sometimes employees have a concern about the package that is negotiated is not to their benefit or perhaps to the benefit of many of the other employees. So we have found many times people quitting unions because they didn't feel that they have the representation they wanted. This is not across the board with